

# Leading Change AAC Transformation



U.S. Army Acquisition Support Center, AAC Transformation Project Cell  
9900 Belvoir Road, Bld 201, Suite 101, Fort Belvoir, VA 22060-5567

Volume 1, Issue 12

AAC Transformation Project Cell

August 2006

## Army Transformation News

**Secretary Harvey: Lean Six Sigma Improves Business Practices.** *AUSA.* 13 Jul 06. Although the Army is committed to using information technology to transform its business practices to free up resources, the service's secretary said, "We know warfighting is not a business, and we must be very careful we do not adversely affect Soldiers." ... <http://www.ausa.org/webpub/DeptHome.nsf/byid/JSUR-6RNPL7>

**Army Continues to Make Progress in Business Transformation.** *U.S. Army News Release.* 25 Jul 06. The U.S. Army Forces in Korea graduated their first class of Lean Six Sigma Black Belts 28 Jul 06, as part of the Army's business-transformation efforts. A specific initiative within the Army, Lean Six Sigma is a method of empowering Soldiers and civilian employees to dissect and re-engineer virtually any kind of process to remove wasteful steps, streamlining that process to become more efficient... [http://www4.army.mil/ocpa/read.php?story\\_id\\_key=9328](http://www4.army.mil/ocpa/read.php?story_id_key=9328)

**Army's Future Combat Systems Modernization Program Completes In-Process Preliminary Design Review.** *U.S. Army News Release.* 15 Aug 06. The Army moved one step closer to transforming itself into a more relevant, capable and ready 21st-century force when it successfully completed In-Process Preliminary Design Review of its principal modernization effort, the Future Combat Systems (FCS) program... [http://www4.army.mil/ocpa/read.php?story\\_id\\_key=9415](http://www4.army.mil/ocpa/read.php?story_id_key=9415)

## AAC Transformation News

**New Noncommissioned Officer (NCO) Contracting Military Occupational Specialty (MOS) 51C.** The support that the military contracting personnel provide to the Army is vital and critical to the success and survivability of operations. The addition of Army NCOs in contracting has finally put the Army

on par with its sister services. The following is an update on the transition to MOS 51C.

**Army Modular Contracting Structure.** All NCOs assigned to the NCO Acquisition Workforce Program will be used to fill the Army modular contracting structure. The U.S. Army Acquisition Support Center (USAASC) will conduct a review of all NCOs in the program to determine which NCOs by grade can be used to populate the emerging MOS 51C and the Contracting Table of Organization and Equipment (TOE). The structure of 118 NCOs is the approved construct and USAASC, as directed by the U.S. Army Human Resources Command (HRC) Office of the Deputy Chief of Staff for Operations, is only allowed to fill the structure up to a maximum of 75%; this will ensure upward mobility within this low density MOS. NCOs in the program not selected for MOS 51C will still be used as warranted Procurement NCOs. Currently no more NCOs are being brought into the NCO Acquisition Workforce Program and those who are in the program will be allowed to complete their contracting tour of duty.

To activate the new MOS 51C, Soldiers serving in the NCO Acquisition Workforce Program will be given the opportunity to request consideration for reclassification prior to the Career Management Field being opened up to the rest of the Army. The USAASC requests that Contracting NCOs carefully evaluate their decision prior to making this long-term and rewarding commitment.

**Review Board.** A review board will screen records in the same manner as a Department of the Army (DA) promotion board and the board results will be certified by USAASC and HRC Quartermaster Branch. It's imperative that all NCOs update their Enlisted Record Brief. After selections are made, the DA Reclassification Branch will provide notification of reclassification approval to each Soldier. The initial reclassification of Soldiers into MOS 51C will be on a volunteer basis, based on the needs of the Army to fill the new Modular Contracting TOE Structure, and to promote upward mobility within MOS 51C. NCOs not selected for reclassification into MOS 51C will be allowed to remain in the NCO Acquisition Workforce Program and complete their tour of duty.

**Professional Development Career Map.** New recruits or reclassified personnel will complete Defense Acquisition University (DAU) Level I contracting courses plus two designated electives in acquisition. Upon completion of DAU Level I training requirements, the Soldiers will be awarded MOS 51C. If Soldiers fail to complete the required training, they will be sent back to their original MOS.

New recruits (E6/E7), upon completion of Advanced Individual Training and after being assigned to a contracting command, unit or team for a minimum of 1 to 2 years, will attend the U.S. Air Force Mission Ready Airman Course (MRAC), Lackland AFB, TX (8-week residence course). Staff Sergeants who were previously in the USAASC NCO Acquisition Workforce Program but have not attended their respective Basic Noncommissioned Officer Course (BNCOC) in their previous MOS, will also attend MRAC.

Upon completion of BNCOC/MRAC, Soldiers in the rank of Sergeant First Class (SFC) will attend the Army Logistics Management College (ALMC) Intermediate Contracting Training Course (ICT) in Huntsville, AL (four-week residence course), after being assigned to a contracting command, unit or team for a minimum of two years. Soldiers in the rank of SFC who were previously in the USAASC NCO Acquisition Workforce Program but have not attended their respective Advanced Noncommissioned Officer Course in their previous MOS, will attend ALMC-ICT. Sergeants Major, Master Sergeant and SFC (P) will attend Level III contracting certification training.

Soldiers in the NCO Acquisition Workforce Program, or those previously in the program, who are eligible, should send their written notification/request via email to: MAJ James Bamburg at [james.bamburg@us.army.mil](mailto:james.bamburg@us.army.mil) or SGM Ethan Jones at [ethan.jones@itec4.army.mil](mailto:ethan.jones@itec4.army.mil) for reclassification consideration by 1 September 2006.

## Upcoming Events

### USAASC Director's Quarterly Transformation Campaign Plan Review

- 29 Aug 06, 1330 EST

### Change Leadership Team (CLT) Video Tele-Conferences - For CLT Members Only

- 14 Sep 06  
(Green) (Silver) (Gold) Teams  
1300 - 1500 hrs. EST
- POC is MAJ James Bamburg at [james.bamburg@us.army.mil](mailto:james.bamburg@us.army.mil)

### 2006 U.S. Army Acquisition Corps Annual Awards Ceremony

- 8 Oct 06
- Crystal City DoubleTree Hotel
- Plans are pending

## AAC Transformation Initiatives

Following the next Military Deputy Update, there will be six remaining AAC Transformation initiatives. With due diligence, we expect to have them all "Processed For Closure" by the end of September. The AAC Transformation Cell is working in concert with selected Transformation Project Leads to develop a process/system for tracking transformation initiatives/programs that warrant periodic reporting to our senior leaders. In future articles, we contemplate providing extracts of approved statistics and analytics. For additional information on these and other transformation initiatives, contact the POCs listed on our AAC Transformation Web page on the U.S. Army Acquisition Support Center portal at <http://asc.army.mil/>

Then click on the "Army Acquisition Corps Transformation" icon on the left.

## AAC Transformation Focal Point

### Training With Industry (TWI) Program Update.

*Army ALT Magazine*, July – September 2006. The Army's TWI Program is a one-year on-the-job training program targeting a small, selected population of civilian and military Army professionals. The program places these individuals in challenging external assignments at specific industry locations to expose them to current corporate business practices. This article can be found under the "From the Acquisition Support Center Director" column on page 52 at [http://asc.army.mil/docs/pubs/alt/2006/3\\_JulAugSept/dept/052\\_Dept\\_Career\\_Development\\_Update\\_200603.pdf](http://asc.army.mil/docs/pubs/alt/2006/3_JulAugSept/dept/052_Dept_Career_Development_Update_200603.pdf)  
POC for this program is Gloria King at [gloria.king@us.army.mil](mailto:gloria.king@us.army.mil).

## AAC Transformation Web Page

To open the web page, click on the link to the U.S. Army Acquisition Support Center web page below, and then click on the "Army Acquisition Corps Transformation" icon on the left.

<http://asc.army.mil/>

## Comments to the Editorial Staff

Thank you for the feedback and articles you have sent the editorial staff. We value your comments. Please continue to address any issues or concerns to:

MAJ James Bamburg at (703) 805-2732, dsn 655-2732 or [james.bamburg@us.army.mil](mailto:james.bamburg@us.army.mil)